

**CITY OF MINNEAPOLIS
and
Minneapolis Professional Employees Association**

**LETTER OF AGREEMENT
Employment Equity Analyst**

Whereas, the City of Minneapolis (hereinafter, "City") and the Minneapolis Professional Employees Association (hereinafter, "Union") are parties to a collective bargaining agreement; and

Whereas, a new professional classification is established titled Employment Equity Analyst, with 393 points and allocated to grade 8 of the Staff Assistance Promotional Line. The classification is FLSA-exempt.

Now, therefore, be it resolved that:

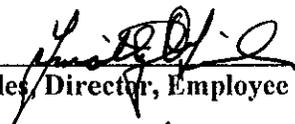
1. The Employment Equity Analyst, grade 8 and 393 total points, will be recognized by the parties as a classification for which the Union is the sole and exclusive collective bargaining representative; and
2. The following salary schedule for Employment Equity Analyst will be effective March 22, 2013:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Employment Equity Analyst	48,610	51,249	53,919	56,807	59,795	63,504	67,212

3. This letter represents the full and complete agreement in regards to this matter.

Now therefore, the Parties have caused this Letter of Agreement to be executed by their duly authorized representatives whose signatures appear below.

For the City:

By: 
Timothy Giles, Director, Employee Services

Dated: 3/27/13

For the Union:

By: 
Mary Meyer, President, MPEA

Dated: 3-27-13

cc: Karen Francois, Civil Rights
Velma Korbel, Civil Rights
Archie Carlos, Human Resources
Crystal DeJarlais/Barbara Payton (CPE-33B)
Lisa Brown, Central Payroll
Mike Hebner, Classifications
Pam Nelms, Compensation